

4-3364

AGREEMENT

BETWEEN

THE MOUNT HOLLY TOWNSHIP BOARD OF EDUCATION

AND

THE MOUNT HOLLY TOWNSHIP SUPPORTIVE STAFF

(Cafeteria Worker, Cafeteria/Playground
FOR
Aider, Library Aider, Bilingual Aide)
1987 - 1988

and

1988 - 1989

AUGUST 1987

✓ July 1, 1987 - June 30, 1989

NON-DISCRIMINATION STATEMENT

The Mount Holly Township Schools do not discriminate based on sex, race, religion, color, ancestry, national origin, marital status, handicap, age, life style or for service in the Armed Forces of the United States.

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PREAMBLE

This Agreement is effective the first day of July, 1987 between the Mount Holly Township Board of Education, Burlington County, New Jersey, hereinafter called the "Board", and the Mount Holly Township Supportive Staff, hereinafter called the "Association".

ARTICLE I
RECOGNITION OF UNIT

- A. The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning terms and conditions of employment for the following Supportive Staff personnel, excluding substitutes:
1. Cafeteria Workers
 2. Cafeteria/Playground Aides
 3. Library Aides
 4. Specially designated Aides (bilingual) ✓
- B. Definition of Employee - Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined.
- C. Full-Time and Part-Time Employees - The term "full-time" employee, shall refer to those regularly employed Supportive Staff Workers working a minimum of twenty (20) hours per week. The term "part-time" employee, shall refer to those regularly employed Supportive Staff Workers working less than twenty (20) hours per week.

ARTICLE II

NEGOTIATIONS PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws 1974, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall begin not later than October 1st of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- C. This Agreement is the entire Agreement of the parties, terminating all prior Agreements, practices and policies, and concludes all collective bargaining during the term of this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" is a claim based upon a breach, misinterpretation or improper application of the terms of the Agreement; or a claimed violation, misinterpretation or improper application of policies or administrative decisions affecting terms and conditions of employment.
2. The term "grievance" and the procedures relative thereto shall not be deemed applicable to matters involving a nonrenewal of an employee's contract or when an employee's services are terminated; nor shall it apply to transfers of employees within the District, nor items covered under Article IV, Section C, of this Agreement.
3. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
4. A grievance may be filed by an individual employee, a group of employees, or by the Association either in its own name or as the representative of the

group or class whose individual signatures shall not be necessary.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to a "grievance" which may arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the appropriate member of the Administration, and having the grievance adjusted without intervention of the Association, providing the adjustment is not inconsistent with the terms of this Agreement.

C. Procedure

1. The "aggrieved employee" or representative shall institute action hereof within fifteen (15) working days of the occurrence complained of. Failure to act within said fifteen (15) working days shall be deemed to constitute an abandonment of the grievance.
2. Level I - An employee with a grievance shall within fifteen (15) working days, discuss the grievance with the supervisor (cafeteria workers)/ principal

(aides) with the object of resolving the matter informally.

3. Level II - If, as a result of the discussion at Level I, the matter is not resolved to the satisfaction of the grievant, he/she may, within seven (7) working days of the discussion, set forth the grievance in writing to the Business Administrator, specifying:

- a. The nature of the grievance
- b. The nature and extent of the injury, loss or inconvenience
- c. The results of the previous discussions
- d. His/Her dissatisfaction with the decision previously rendered
- e. The Agreement provision or Board policy alleged to have been violated

The Business Administrator shall communicate his/her decision to the grievant within seven (7) working days of the receipt of the written grievance.

4. Level III - If the aggrieved person is not satisfied with the disposition of his/her grievance at Level II, he/she may within seven (7) working days refer it in writing to the Superintendent of Schools. The Superintendent shall attempt to resolve the matter as quickly as possible but shall communicate his/her decision in writing within a period not to exceed ten (10) working days.

5. Level IV - If the aggrieved person is not satisfied

with the disposition of his/her grievance at Level III, or the Superintendent fails to act in accordance with Paragraph 4 above, he/she shall, within seven (7) working days, submit it to the Board of Education in writing. The Board or its designated Committee shall review the grievance, holding a hearing with the aggrieved person if requested, and render a decision in writing within fifteen (15) working days.

6. Level V

a. If the aggrieved person is not satisfied with the disposition at Level IV, or if no decision has been rendered by the Board within fifteen (15) working days after the grievance was delivered to the Board, he/she shall request in writing within fifteen (15) working days that the Association submit the grievance to arbitration; a copy of such request shall be forwarded to the Superintendent. If the Executive Committee of the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) working days after the receipt of the request by the aggrieved person. Failure to act within the prescribed time periods shall constitute an abandonment of the grievance. The affected employee must abide by the majority decision of the Executive Committee of the Association and may not

personally take the Board to arbitration following a rejection of his/her grievance by the Executive Committee of the Association.

b. Within ten (10) working days after such written notice of submission to arbitration, the Board and the grievant or his /her designee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

c. The arbitrator so selected shall confer with the Representative of the Board and the Executive Committee and hold hearings promptly and shall issue his/her decision not later than thirty (30) days from the date of the close of the hearing or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings. The arbitrator shall be without power or authority to make any decision which requires the

commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be advisory only. The cost for the services of the arbitrator including per diem expenses, if any, and actual necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Miscellaneous

1. All meetings or hearings under this procedure shall be conducted in private and shall include only such parties heretofore referred to in Section A. The grievant shall be present at all levels of the grievance procedure.
2. Any employee who may have a grievance pending shall not have the right to refuse an administrative directive or a Board policy on the grounds that he/she has instituted a grievance. Employees must continue under the direction of the Administration regardless of the pending of any grievance until such grievance is properly determined.
3. Forms for filing grievance, serving notices, taking appeals, making reports and recommendations, and other necessary documents, shall be prepared jointly

by the Superintendent and the Association, and given appropriate distribution as to facilitate operation of the grievance procedure.

4. Any aggrieved person may be represented at all stages of the grievance by himself/herself or at his/her option by a representative of the Association.

E. Group Grievance

1. If a grievance affects three (3) or more employees, the Association shall commence such grievance at Level II, and must comply with the provisions set forth in Paragraphs C-1 and C-3, as well as all other applicable provisions of the Article.

ARTICLE IV
EMPLOYEE RIGHTS

- A. Whenever an employee is required to appear before a Principal, Superintendent, Board or any agent thereof in a matter which could adversely affect the continuation of employment, the employee shall be given written notice of the reasons for said meeting two (2) weeks prior to said meeting, and the employee shall be entitled to have a representative of his/her choice present.
- B. Employee personnel shall be notified of their contract renewal and salary status for the forthcoming year not later than April 30th.
- C. Any employee who does not receive a new contract or whose services are terminated or suspended, or who is disciplined or reprimanded or who is reduced in rank or compensation shall within five (5) working days request in writing directed to the Superintendent a statement of reasons for the above mentioned. Said statement of reasons shall be given to the employee within seven (7) working days after the receipt of request. In addition, the employee shall be granted a hearing before the Board of Education if the employee requests the same. Said request for a hearing shall be in writing and made within five (5) working days of the receipt of the statement of reasons. The Board shall hold its hearing at its regular Board meeting unless the next regular

scheduled Board meeting is less than ten (10) days from the date the request for the hearing is received. In that event, the hearing shall be continued until the next following regularly scheduled Board meeting. The employee must be present at the hearing and shall have at his/her option the right to have a representative present. The Board of Education shall issue a written determination within seven (7) working days after the completion of the hearing to the employee. The above time limits set forth in this document may be altered by mutual consent of the parties.

- D. No employee shall be required to use his/her own motor vehicle in the performance of his/her duties except in case of emergency.
- E. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations.
- F. Whenever a cafeteria worker replaces a Head Cafeteria Worker, Head Cook, or Cook, for seven (7) consecutive days, he/she shall beginning on the eighth (8) day, receive additional remuneration commensurate with the hourly amount predicated on the yearly amount as listed in Article XII, Section C. of this Agreement.
- G. No employee will fail to have his/her contract renewed or be disciplined, reprimanded, or reduced in compensation without just cause provided that such just

clause is applicable only to Article III of this Agreement.

ARTICLE V

ASSOCIATION PRIVILEGES

- A. The Association and/or its representative with prior notification and approval of the building principal may use school facilities for meetings after school hours provided that this shall not interfere with, nor interrupt, normal school operations.
- B. The Association may use the inter-school facilities and mailboxes, provided that this shall not interfere with, nor interrupt normal school operations.
- C. The Association, with notification to the building principal, may use school equipment when said equipment is not otherwise in use, provided that this will not interfere with, nor interrupt, normal school operations. The Association will pay for the cost of all materials and supplies incident to such use.

ARTICLE VI
LEAVES OF ABSENCE

A. Sick Leave

All employees shall be entitled to ten (10) sick days per year. Unused sick leave days shall be accumulated from year to year. All employees as of July 1, 1978, shall receive an additional five (5) bonus days for each fifty (50) days of such accumulated leave; once the additional five (5) days have been accrued, no further accrual shall be credited to any sick leave until such time as the accrued sick days at the end of any school year shall reach the next plateau; i.e., 100, 150, 200, 250, 300. Bonus days shall not be used in the accrual process.

B. Personal Days

All employees shall be entitled to four (4) personal leave days per year. Request for this leave shall be made three (3) days in advance by submitting the notification for Personal Day Leave to the appropriate authority. In case of emergency, the three (3) days required advance notice may be waived. Unused Personal Day Leave days will become cumulative as Sick Leave days at the end of the school year: one (1) day for each two (2) days not taken (one (1) day for two (2) or three (3) unused days, two (2) for four (4) unused days only).

C. Death In the Immediate Family

In the event of a death in the immediate family, all employees shall be granted five (5) school days leave with pay. In the event of the death of a relative outside the immediate family, the employee shall be granted one (1) day leave with pay. Immediate family shall include the death of mother, father, wife, husband, child, brother, sister, grandparents, grandchildren, mother and father-in-law, son and daughter-in-law, brother and sister-in-law.

D. Maternity Leave

The Board agrees that it shall comply with applicable Federal and State Laws with respect to the Maternity Leave as interpreted by the Courts.

E. Jury Duty

When an employee is required to appear for jury duty, full pay should be made to such employee, less the remuneration received for his/her Court appearance.

F. Payment for Unused Sick Leave

1. Upon retirement from the district, a cafeteria worker/aide who has been employed for at least fifteen (15) years in the district shall be eligible for payment for unused sick leave accumulated in the district.
2. To be eligible for payment, a cafeteria worker/aide must notify the Board in writing of his/her

intentions to retire on or before January 1 of the school year in which retirement is to occur.

3. Cafeteria worker/aide shall be paid \$15.00 per accumulated unused sick day(s).
4. The Board's maximum allocation in each fiscal year shall be up to \$7,500. In the event the total allocation is not needed in any given year, the Board will be required to allocate only the amount actually due and payable.
5. Payments to retirees shall be made on June 30th of the last year of employment.
6. Priority of payments to eligible retirees:
 - a. Retiring cafeteria worker/aide who provides the earliest written notice to the Board during the year of retirement shall be given priority for payment. Further priority position shall be established in accordance with the date of notification.
 - b. Should the number of retirements in any given year result in exceeding the allocated amount (\$7,500) and in the event of equal time of notice, Supportive Staff seniority within the District will determine priority in the year of retirement for payment due.
 - c. Should the allocated amount (\$7,500) be depleted in any given year, those eligible employees who have not been paid shall be given priority status in all subsequent years until fully paid.

ARTICLE VII

SENIORITY AND JOB SECURITY

- A. Seniority shall be based upon employees continuous length of time with the Board and classification to which he/she was appointed.
- B. In the event of a reduction of force, employees will be laid off in reverse order of seniority and recalled in order of seniority.
- C. Either the individual employee or the Board may terminate the employee's contract by giving fourteen (14) calendar days notice to the individual or Board respectively. The above fourteen (14) calendar days notice provision, however, is not applicable where the employee is discharged or suspended due to misconduct. In the event the employee is suspended without pay or discharged due to misconduct, he/she shall, nevertheless, be entitled to a hearing before the Board in accordance with Article IV, Paragraph C.
- D. The Board, at its option, may affirm the discharge or reinstate the employee. In the event the Board shall elect to reinstate the employee, it shall also determine whether or not the reinstatement shall be with pay or without pay for the period of time the employee was was not working.

ARTICLE VIII

VOLUNTARY AND INVOLUNTARY TRANSFERS

- A. Upon notification that a vacancy has occurred in any unit position, or that a new position is established, the Administration shall, within a reasonable time thereafter, provide notice of the vacancy on the bulletin board in the central office.
- B. Employees who desire to transfer to another building may file a written statement of such desire with the Administration, including the position and location to which transfer is desired.
- C. Notice of reassignment or transfer shall be given to employees as soon as practicable, and except in cases of emergency not later than May 30.
- D. No vacancy shall be filled by means of involuntary transfer or reassignment if the administration determines there is a suitable volunteer available who desires to fill said position. The final decision shall be within the sole prerogative of the Board of Education.
- E. When an involuntary transfer is made, notice will be given to the employee. In the event that the employee objects to the assignment, said employee shall, nevertheless, perform the new assignment. The employee, however, may request a meeting with the applicable

superior for purposes of discussing the transfer re-assignment. The employee may, at his/her option, have a representative of the Association present. If the employee so desires, he/she may request a meeting with the Business Administrator at which time the employee shall have a representative of the Association present. This procedure is to be used in lieu of the Grievance Procedure.

- F. When an involuntary transfer or reassignment is necessary, an employee's area of competence and length of service in the District shall be considered, however, the final decision shall be within the sole prerogative of the Board of Education.

ARTICLE IX
WORK SCHEDULE

A. AIDES

1. All full-time employees shall work six (6) hours per day exclusive of a one (1) hour duty free lunch.

All aides shall work the student/school calendar.

- a. All part-time employees shall work a minimum of two and one half (2 1/2) hours per day.
2. Work in excess of seven (7) hours per day and forty (40) hours per week for full-time aides shall be paid at the rate of one and one half (1 1/2) times the regular salary. All overtime shall be voluntary and mutually agreed to by the employee and the immediate supervisor.
 - a. Work in excess of two and one half (2 1/2) hours for additional duties for part-time aides shall be paid at the regular salary.
 - b. Openings for substitutes in libraries for full-time aides shall be offered to experienced part-time aides (working in the cafeteria).
3. Holiday Schedule
 - a. The following paid holidays shall be in effect for all full-time aides:

1987-1988

- (1) Columbus Day
- (2) Thanksgiving Day
- (3) Day After Thanksgiving
- (4) Christmas Day
- (5) New Year's Day
- (6) President's Day
- (7) Memorial Day

1988-1989

- (1) Columbus Day
- (2) Veteran's Day
- (3) Thanksgiving Day
- (4) Day After Thanksgiving
- (5) Christmas Day
- (6) New Year's Day
- (7) President's Day
- (8) Memorial Day

- b. The following paid holidays shall be in effect for all part-time aides:

1987-1988

- (1) Thanksgiving Day
- (2) Day After Thanksgiving
- (3) Christmas Day
- (4) New Year's Day
- (5) Memorial Day

1988-1989

- (1) Thanksgiving Day
- (2) Day After Thanksgiving
- (3) Christmas Day
- (4) New Year's Day
- (5) Memorial Day

4. All Supportive Staff who leave before the end of the school year shall be paid for all holidays that have occurred.

B. CAFETERIA WORKERS

- 1. All full time employees, in consideration for salary being paid, shall be required to work twenty-seven and one half (27 1/2) hours per week.
- 2. Employees shall work one hundred eighty (180) days plus two (2) clean-up days, one (1) at the beginning of the school year, and one (1) at the end of the school year, for a total of one thousand one (1001) hours. Holiday pay shall be in addition to the one thousand one (1001) hours.
- 3. Any hours over forty (40) hours per week are to be paid at the rate of one and one half (1 1/2) times his/her regular hourly rate. All hours over twenty-seven and one half (27 1/2) through forty (40) hours will be paid at the regular rate of pay.

4. The following paid holidays shall be in effect for all cafeteria employees as indicated:

<u>1987-1988</u>	<u>1988-1989</u>
(1) Columbus Day	(1) Columbus Day
(2) Thanksgiving Day	(2) Veteran's Day
(3) Day After Thanksgiving	(3) Thanksgiving Day
(4) Christmas Day	(4) Day After Thanksgiving
(5) New Year's Day	(5) Christmas Day
(6) President's Day	(6) New Year's Day
(7) Memorial Day	(7) President's Day
	(8) Memorial Day

5. All Supportive Staff who leave before the end of the school year shall be paid for all holidays that have occurred.

ARTICLE X

INSURANCE PROTECTION

- A. The Board shall pay the full cost of Hospitalization and Medical Surgical Coverage, including the so-called Rider "J" endorsements, as written by the Hospitalization Service Plan of New Jersey, and the major medical insurance as provided under the State Health Benefits Program for all employees, in accordance with State and/or Federal Law. Any employee who may in the future subscribe to a Health Maintenance Organization Plan, in accordance with State and/or Federal Law, in lieu of the above plan, may do so; however, the Board of Education shall pay only the premium in the dollar amount of the plan previously subscribed to.
- B. The Board shall pay the full costs of a one dollar (\$1.00) deductible individual employee prescription plan to full-time employees only.

ARTICLE XI

DEDUCTIONS FROM SALARY

The Board agrees to deduct from the salaries of its employees dues for the Mount Holly Township Supportive Staff Association, the New Jersey Education Association or any one or any combination of such Associations as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1969 (NJSA 52:14-15.9) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Mount Holly Township Supportive Staff Association. The person designated shall disburse such monies to the appropriate Association or Associations.

ARTICLE XII

SALARIES

A. AIDES

Salaries for 1987-1988 and 1988-1989 per hour:

	1987-88	1988-89
Blisard, Darlene	\$4.45	\$4.76
Bloom, Elizabeth	4.45	4.76
Cassell, Edna	4.90	5.24
Figueroa, Norma	4.55	4.87
Hayes, Elizabeth	6.94	7.43
Jacobs, Mary	6.94	7.43
Kanzler, Ann	6.94	7.43
King, Clarice	4.45	4.76
Martinez, Carmen	4.45	4.76
Palma, Anita	6.94	7.43
Scott, Juanita	6.94	7.43
Smith, Bonnie	4.45	4.76
Turner, Kathryn	4.45	4.76
Warner, Susanna	5.07	5.42
Wing, Kim	4.90	5.24
Vacancy	4.45	
Vacancy	4.45	

1. The beginning salary for all new employees for 1987-1988 and 1988-1989 shall be \$4.45 per hour.

2. In addition to the rate listed in Section A above, those employees covered in each categories as listed below shall receive an additional \$250.00 per year:

	<u>LIBRARY</u>	<u>BILINGUAL</u>
Brainerd	1	0
Folwell	2	2
Holbein	1	1

B. CAFETERIA WORKERS

Salaries for 1987-1988 and 1988-1989 per hour:

	1987-88	1988-89
Harbeson, Carol	\$4.45	\$4.76
Harper, Barbara	4.45	4.76
Hullings, Betty	4.89	5.23
Kemp, Louise	7.84	8.39
Leek, Ethel	8.19	8.76
Marinella, Virginia	5.26	5.63
Redmerski, Rena	8.19	8.76
Stafford, Shirley	6.77	7.24
Tranchitella, Lillian	9.13	9.77
Zimmerman, Jane	6.84	7.32

1. The beginning salary for all new employees for 1987-1988 and 1988-1989 shall be \$4.45 per hour.
2. In addition to the rate listed in Section B above, those employees covered in any one of the categories as listed below shall receive the amount as stated per year:

	1987-88	1988-89
Head Cafeteria Worker	\$400.00	\$450.00
Head Cook	375.00	425.00
Cook	250.00	300.00

3. Uniform allowance will be paid as a flat rate of one hundred dollars (\$100.00) at the end of the work year. Any employee leaving before the end of the work year will be paid on a prorated basis based on the time worked.
4. Uniforms are to be worn at all times while on duty, and are to be cleaned and maintained by the employee in a satisfactory manner as determined by the supervisor.

C. LONGEVITY

Longevity shall apply to full-time aides and full-time cafeteria workers only as follows:

SCHEDULE

	<u>1987-88</u>	<u>1988-89</u>
15-19 years in the district	\$150.00	\$200.00
20 or more years in the district	\$200.00	\$250.00

D. SALARY ADJUSTMENT

1. Supportive Staff working less than sixty (60) school days shall receive no salary increment.
2. Supportive Staff working sixty (60) or more school days but less than one hundred and twenty (120) work days, shall receive fifty percent (50%) of the full salary increment.
3. Supportive Staff working for one hundred and twenty (120) or more work days shall receive full salary increment.

ARTICLE XIII

MISCELLANEOUS PROVISIONS

A. Any individual contract between the Board and an individual employee heretofore or thereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

B. Whenever any notices required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, the parties shall do so by telegram or letter to the following addresses:

Mount Holly Township Board of Education
Levis Drive
Mount Holly, New Jersey 08060

Mrs. Lillian Tranchitella, President
Mount Holly Township Supportive Staff
Holbein School
Levis Drive
Mount Holly, NJ 08060

C. Copies of the final Agreement shall be provided by the Board after Agreement with the Association within thirty (30) days after the Agreement is signed.

D. Non-Discrimination

The Board and the Association agree there shall be no discrimination, and that all practices, procedures and policies of this school system shall clearly exemplify that there is no discrimination on the basis of race,

creed, color, religion, national origin, sex, or marital status.

E. Copies of this contract shall be given to all employees.

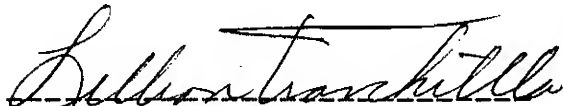
ARTICLE XIV

DURATION

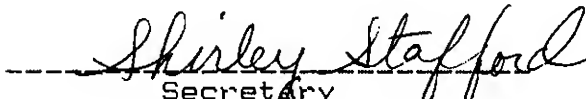
This Agreement shall be effective as of July 1, 1987, and shall continue in full force and effect until June 30, 1989, subject to the Association's right to negotiate over a successor Agreement as provided by Statute. This Agreement shall not be extended orally and it is understood that it shall expire on the date indicated.

IN WITNESS THEREOF, the Board of Education and the Association have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals placed hereon.

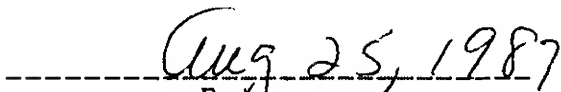
MOUNT HOLLY TOWNSHIP
SUPPORTIVE STAFF ASSOCIATION



President




Secretary

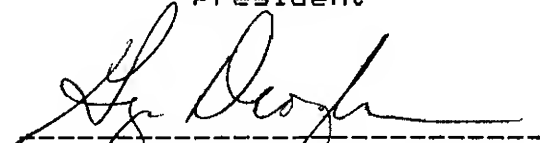


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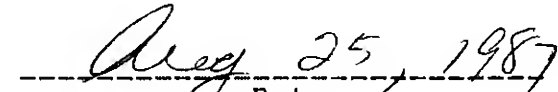
MOUNT HOLLY TOWNSHIP
BOARD OF EDUCATION

X 

President



Secretary



Date

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